

Alabama Board of Social Work Examiners (334) 242-5860 or 888-879-3672

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Upcoming State

Holiday's

January 1, 2004

January 19, 2004

February 16, 2004

April 26, 2004

The Board Office will be closed on these days.

View From The Chair



By Marsha Hobbs, LCSW

"The time is always right to do what is right."
Thomas Edison

"To affect the quality of the day- That is the highest of the arts."
Henry David Thoreau

Hope your Holidays were fun and relaxing!!!!!!!!!!!!!!
Alabama was well represented at the National Association of Social Work Board's annual business meeting in November. Several Board members volunteered to serve on committees including Continuing Education and Disciplinary Action. Remaining involved at this level helps keep your Board better informed and aware of current events as well as how other State's regulate the profession.

I am anxious to serve on the newly formed National Continuing Competency task force. As promised in last quarter's newsletter, the report from the National Summit on Continuing Competency, sponsored by the Citizen's Advocacy Center, can be accessed from their website www.cacenter.org

Although much has been accomplished this year toward better public protection, the upcoming

year presents monumental challenges. We continue to work on finding a sponsor for the proposed code changes and structuring guidelines for diagnosing privileges. Thanks to those of you who continue to share your thoughts with us regarding this issue. We are hopeful that there will be great participation from the licensed community. The process for legislative change is incorporated in the body of the newsletter on page 5, Courtesy of The Public Information Office, Alabama State Senate, Alabama State House.

Additionally, we are looking at developing a consumer brochure. If you have ideas related to this task please share your expertise. Educating the general public concerning social workers responsibilities is an obligation and will serve to safeguard vulnerable populations from abuse. Sharing this information will also educate the public regarding the wide range of services offered by our profession.

As the State faces a financial crisis of historical proportions, be energized and encouraged to view the resulting challenges as an opportunity to **burst** out of the box and employ your most creative thinking. Having met so many extraordinary social workers, **I know we are up to the challenge.**

Honored ♦



We're Moving!

The Alabama State Board of Social Work Examiners is relocating its office.

We are moving to the RSA Union Building located at 100 North Union Street Suite 736, Montgomery, AL 36130-1620. Our Post Office Box will remain the same: PO Box 301620, Montgomery, AL 36130-1620. Our mail will continue to be delivered through the Central Mail Office for the State of Alabama.

Our records and files have outgrown our current office and we are in desperate need of more space. Hopefully this new office will last us for a long period. The telephone numbers and fax number will remain the same.

There may be some interruption of communications during the move. We anticipate moving in the second full week of January. Please make a note of our new address.

New exam names more accurate

from ASWB Newsletter August 2003

Beginning next May, there will no longer be the Basic, Intermediate, Advanced and Clinical ASWB examinations. The Board of Directors voted in August to change the names to more closely reflect the candidates who take these licensing exams. The new names will be the Bachelors, Masters, Advanced Generalist and Clinical. They will be intended for use exactly as they sound: the Bachelors for social workers with a bachelor's degree, the Masters for those who have just completed a master's degree, the Advanced Generalist for candidates who have at least a master's and two years of supervised general experience, and the Clinical as always for those with the master's and two years of supervised clinical experience.

One reason for the changes is a frequent misunderstanding of how the exams should be used. Candidates sometimes take the Clinical too soon, without the advantage of practice experience, feeling that the Intermediate is just an unnecessary step. They may fail the Clinical because of lack of knowledge, and then must wait the 90 days to take the Intermediate so they can begin a job and the

acquisition of the two years of supervised experience.

In addition, use of the Advanced examination has been declining for some time, and there was some expectation that the new practice analysis would indicate that it was not really filling a need. But the results of the analysis indicated that there are a large number of people who have advanced degrees, and are doing social work, but who do not have a clinical practice. They are frequently in supervisory positions, and while their jobs require quite a bit of clinical knowledge they also need other skills—service delivery, advocacy, collaboration, and other somewhat different knowledge and abilities.

The content outline of the Advanced examination, soon to be the Advanced Generalist, actually changed the least of any of the exams. It was up 4 percent in Professional Values and Ethics, and 6 percent in Service Delivery, losing a percentage point or two in such categories as Relationship Issues, Direct and Indirect Practice, and Practice Evaluation and the Utilization of Research.

The Basic content outline also showed a big jump in professional values and ethics, an area that is up by 6 percent. It also gained in communication, but is down slightly in assessment, direct and indirect practice, service delivery and administration.

Changes in the Intermediate, to be called the Masters beginning next May, included an added three percentage points each in Human Development and Behavior in the Environment and Diversity, Social/Economic Justice, and Supervision, Administration and Policy. There was a 4 percent increase in Service Delivery.

Declines were registered in Assessment, Diagnosis and Intervention Planning, Communication and Professional Relationships.

In the Clinical exam, the only one that will retain its name, the differences with the Advanced became more pronounced. The biggest increase, 5 percent, was in Human Development and Behavior in the Social Environment. A 4 percent jump was registered in Diagnosis and Assessment, and the major decline was 4 percent in Service Delivery. ♦

Old to new equivalents

Basic - Bachelors
Intermediate - Masters
Advanced - Advanced
Generalist
Clinical - Clinical

TEST YOUR ETHICS

(This ethics situation is based on the Current Controversies in Social Work Ethics: Case Examples provided by the National Association of Social Workers (NASW). Social workers in Alabama are bound by the Standards of Professional Conduct & Ethics found in section 850-X-9-.01 of the Alabama State Board of Social Work Examiners Administrative Code.)

A social worker who is a specialist in substance abuse treatment has worked for one year with a client whose issues relate to substance abuse and AIDS. The client, who has lost friends to AIDS and has stopped seeing other friends with whom he had previous drug and alcohol use connections, has only one living family member, who is in a treatment center for chemical

BOARD STAFF
Brenda W. Holden –
Executive Secretary
e-mail:
bholden@abswe.state.al.us

Kim B. Smith – Exam
Coordinator
e-mail:
info@abswe.state.al.us

PO Box 301620
Montgomery AL 36130
Phone: 334.242.5860 or
888.879.3672
Fax: 334.242.0280

dependency. He has come to see his social worker as his closest confidant and source of emotional support. The social worker has become appreciative of his time with this client because their discussions have helped him acquire a broader worldview. Once, when the client was too ill to travel, the social worker visited him at his home and then facilitated augmented nursing services for him. The client does not expect to outlive his next serious illness and does not wish to have artificial means used to prolong his life. He wants the social worker to assume medical power of attorney for him, because he feels there is no one in his life whom he can trust to honor his wishes. He also wants the social worker to accept a gift of a pocket watch that had belonged to his favorite grandfather and to be the primary beneficiary in his will.

NASW Ethics Code **1.06c: 1.01; 2.05a**

Commentary:

Clients sometimes hold their social workers in enormously high regard, entrusting them with the most important aspects of their lives. This trust may take the form of sharing deeply personal information with or delegating significant responsibility to social workers. Social workers with such responsibility must be scrupulous in their efforts to place the clients' interest above their own and avoid any conflict of interest. For example, the social worker who is requested to assume medical power of attorney should consult with a knowledgeable lawyer about the client's legal options, keeping in mind the social worker's obligation to avoid any conflicts of interest. The social worker has an obligation to help ensure that the client's needs and wishes are honored but also that the client has complete information about other sources of help or service.

There are no explicit ethics standards concerning social workers being named in a client's will. As a matter of principle, social workers must avoid any activities that take

advantage of a professional relationship to further their own personal interest. Social workers who are named in a client's will should be concerned, at the very least, about the appearance of impropriety. For example, surviving family and friends, who could come forward after a client's death, may raise questions about the social worker's influence on the client. Social workers who find that they have been named in a client's will should consult colleagues and legal counsel to determine the most appropriate way to avoid any conflict of interest and reality or appearance of impropriety. *(Copyright 1998, National Association of Social Workers, Inc., Current Controversies in Social Work Ethics: Case Examples)*

FREE CE OPPORTUNITIES

The Alabama Department of Public Health is charged with the task of preparing the public health response to a bioterrorism event in our state.

We have been working with other agencies and organizations and now have plans in place to administer medications to Alabama residents in the event of an emergency such as a smallpox or anthrax incident. We will need licensed social workers to volunteer in clinics in a variety of roles: patient education, assisting with special population patients, assisting patients to complete medical forms, calming individuals who are anxious as they wait in lines, assisting with the patient flow, etc. Public Health will be training volunteers - (pharmacists, pharmacy assistants, nurses, social workers, and professional counselors) to staff these clinic sites. Part of the four-hour training is participation in a mock exercise. Social workers can attend training and receive four free contact hours. Then, in the

event of an emergency, they could provide appropriate, skilled assistance. The Social Work Unit at the Alabama Department of Public Health will maintain a roster of trained volunteers.

In an actual emergency, trained social workers can choose to participate in their area of the state or agree to go anywhere they are needed. The following are the dates, times, and locations of scheduled training:

Sunday, **January 11, 2004**, 1:00 - 5:00, Mobile Convention Center, Mobile

Sunday, **February 22, 2004**, 1:00 - 5:00, Pelham Civic Complex, Pelham

Sunday, **March 21, 2004**, 1:00 - 5:00, VonBraun Center, Huntsville

Sunday, **April 18, 2004**, 1:00 - 5:00, Montgomery Civic Center, Montgomery

As social workers in the twenty-first century, we are faced with many new challenges. Please attend one of the sessions and become prepared to assist with an event that we hope never occurs.

If you have any questions about this opportunity, please feel free to contact either Sheila Blackshear, Assistant Director of Social Work at (334) 206-5667 or Dollie Hambrick, Director of Social Work at (334) 206-5664, at the Alabama Dept of Public Health.

sblackshear@adph.state.al.us
dhambrick@adph.state.al.us

New LBSW's

3827B	GANDY	KRISTIE	D	AUG 2003	PRATTVILLE
3828B	COWLING	THERSA	E	SEP 2003	RAINBOW CITY
3829B	PAGE	SHERRY	D	SEP 2003	HOOVER
3830B	SELLERS	BROCK	C	SEP 2003	TUSCALOOSA
3831B	STUCKEY	MERRI	W	SEP 2003	BRENT
3832B	SUTTON	CHARLOTTE	R	SEP 2003	COTTONDALE
3833B	BEALE	APRIL	D	SEP 2003	ASHLAND
3834B	FOWLER	MICHELLE	M	SEP 2003	HOOVER
3835B	TROMBLEY	LEAH	R	SEP 2003	PELL CITY
3836B	BRANSCOME	TARA J	H	SEP 2003	TUSCUMBIA
3837B	SMITH	PATTI	N	SEP 2003	ALEXANDER CITY
3838B	FREED	JOAN	M	SEP 2003	HARVEST
3839B	SMITH	CHRISTY	S	SEP 2003	OPELIKA
3840B	BROWN	ANNIE	C	OCT 2003	SYLACAUGA
3841B	BULGER	STEPHANIE	L	OCT 2003	FLORALA
3842B	CALHOUN	AMY	M	OCT 2003	BIRMINGHAM
3843B	KEY	ARLINE		OCT 2003	DOTHAN
3844B	LAVENDER	GERALD		OCT 2003	BIRMINGHAM
3845B	WAUGH	KIMBERLY	R	OCT 2003	BIRMINGHAM
3846B	ELGIN	LAURA	G	OCT 2003	HOMEWOOD
3847B	HALL	JOSHUA	J	OCT 2003	BIRMINGHAM
3848B	MCGUIRE	KIM	A	OCT 2003	MONTGOMERY
3849B	BORDEN	AMANDA	C	OCT 2003	DELTA
3850B	JEFF	JESSICA	L	OCT 2003	BIRMINGHAM
3851B	RICHARD	KIMBERLY	H	OCT 2003	GADSDEN
3852B	THOMAS	CHERYL		OCT 2003	BIRMINGHAM
3853B	ARTIS	McKENZIE	R	OCT 2003	HOOVER
3854B	HARRISON	LESLIE	B	OCT 2003	ENTERPRISE
3855B	JONES	KRISTIN	M	OCT 2003	CONCORD
3856B	JACKSON	JENNIFER	L	NOV 2003	HANCEVILLE
3857B	RIDLEY	STEFANI	A	NOV 2003	BRIDGEPORT
3858B	WILLIS-REID	REGINA	T	NOV 2003	ANNISTON
3859B	BLACK	CATHERINE	C	NOV 2003	BIRMINGHAM

New LGSW's

1777G	MOSE	NICOLE	K	AUG 2003	MONTGOMERY
1778G	BAKER	JULIE	J	SEP 2003	BIRMINGHAM
1779G	JACKSON	DeAndra	L	SEP 2003	TUSCALOOSA
1780G	TAYLOR	CELIA	J	SEP 2003	ASHLAND
1781G	WILLOUGHBY	SUSANNE	M	SEP 2003	HOOVER
1782G	HODGE	DEANA	R	SEP 2003	TRUSSVILLE
1783G	LOWERY	PHYLLIS	E	SEP 2003	MOBILE
1784G	SMITH	DALLAS-SHEA		SEP 2003	BIRMINGHAM
1785G	HEATON	EMILY	M	SEP 2003	MOBILE
1786G	HOWELL	SHANNON	A	SEP 2003	BIRMINGHAM
1787G	MCCONNELL	LORI-ANN		SEP 2003	CULLMAN
1788G	TURNER	CARLA	A	SEP 2003	ALABASTER
1789G	HERRING	MARY	A	SEP 2003	BIRMINGHAM
1790G	POWELL	BETHANY	J	SEP 2003	TUSCALOOSA
1791G	ROWELL	CAROLINE		SEP 2003	BIRMINGHAM
1792G	DAVIS	TOMEKA	P	SEP 2003	GREENVILLE
1793G	LASTER	LAKEIZEIA	L	SEP 2003	AUBURN
1794G	McGOWAN	DORIS	A	SEP 2003	COLUMBUS
1795G	STOVALL	JACQUELINE		SEP 2003	MADISON
1796G	GARRETT	MICHELLE	L	OCT 2003	MOBILE
1797G	YOUNG	SHELLEY	L	OCT 2003	TUSCALOOSA
1798G	McLEMORE	CHRISTINA	H	OCT 2003	EVA
1799G	MACON	TANGIE	M	OCT 2003	BIRMINGHAM
1800G	SHORTT	SAMMI	N	OCT 2003	OPELIKA
1801G	COODY	AMY	K	OCT 2003	BIRMINGHAM

LGSW's Cont.

1802G	HALL	APRIL	M	OCT 2003	HAZEL GREEN
1803G	HARDIN	RYAN	B	OCT 2003	IRONDALE
1804G	SHERO	ANNA	C	OCT 2003	BIRMINGHAM
1805G	TRIMBLE	JENNIFER	L	OCT 2003	PROSPECT
1806G	JONES	VALERIE	R	OCT 2003	COTTONDALE
1807G	WATSON	KIMBERLY	A	OCT 2003	TUSKEGEE
1808G	BAREFIELD	SUSAN	C	NOV 2003	AUBURN
1809G	BUNCH	MELLISA	P	NOV 2003	BIRMINGHAM
1810G	JENKINS	LATOYA	D	NOV 2003	HUNTSVILLE
1811G	PARKER	JAMILA		NOV 2003	BIRMINGHAM
1812G	PARVIN	GLORIA	K	NOV 2003	MIDFIELD
1813G	DEFLANDERS	KIMILA	R	NOV 2003	GULFPORT
1814G	MANNAHAN	AMY	L	NOV 2003	HARVEST

New LCSW's

1781C	MARTIN	JONI	P	AUG 2003	ENTERPRISE
1782C	COPULSKY	PEGGY	R	SEP 2003	ENTERPRISE
1783C	REDDY	ANN	E	SEP 2003	LINCOLN
1784C	WEST	JAN	E	SEP 2003	MOBILE
1785C	WHITE	SUSAN	W	OCT 2003	BIRMINGHAM
1786C	ALBUS	SALLIE	M	OCT 2003	PELL CITY
1787C	CALLAGHAN	PAMELA	J	OCT 2003	JEMISON
1788C	DAVIS	TESNEY	P	OCT 2003	TUSCALOOSA
1789C	LITTLE	SHEENIA	B	OCT 2003	SECTION
1790C	CHANDLER	LEAH	H	OCT 2003	FLORENCE
1791C	McNEALY	KAREN	C	OCT 2003	TUSKEGEE
1792C	MITCHELL	SHADASY	G	OCT 2003	CALERA
1793C	FEELY	JULIE	A	NOV 2003	TUSCALOOSA
1794C	ADAMS	LYNN	J	NOV 2003	CHERRY HILL

New PIP's

0641-0946C	AUG 2003	BAGGETT	LISA	A	HOMEWOOD
0642-1704C	AUG 2003	CHENG	TYRONE	C	TUSCALOOSA
0643-1598C	AUG 2003	WALLER	FRANCES	W	BIRMINGHAM
0644-0394C	AUG 2003	BURKETT	PAMELA	M	FLORENCE
0645-1773C	SEP 2003	MCKINNEY	REBECCA		TUSCALOOSA
0646-1726C	SEP 2003	STEVENS	LUDMILLA	V	HANCEVILLE
0647-1419C	OCT 2003	DIXON	CATHLEEN		HUNTSVILLE
0648-1679C	OCT 2003	MIMS	CHARLES	E	BIRMINGHAM

Look for the New and Improved License Renewal Forms coming your way soon!

The renewal forms have a new look, trying to keep up with the times we have added a list of check-off questions to the form. These questions help us insure public safety, which is what the Board was created to do.

Attorney General's Opinion

Recently the Board requested the AG's Opinion on receiving anonymous complaints. The answer from the AG's Office is as follows: "According to rules and regulations of the Board of Social Work Examiners (Board), the Board may only investigate a complaint that contains the name and address of the complainant." Dated October 20, 2003.

Three Alabama Licensee's were selected to be Exam Writers

Earlier this year, three Alabama Licensees were selected to become the Association of Social Work Board's (ASWB) Exam Writers. ASWB owns the licensing exam most States require their Social Work Licensees to pass. Lisa Long of Oxford, AL, Jane Orton of Huntsville, AL, and Michael Smith of Danville, AL were all chosen by ASWB to start the long and grueling process of coming up with new exam questions for the licensing examination. As far as I know we've never had three people from our State selected at the same time. In fact it's been rare that we even had one selected, so we're very proud of all three to be honored with such a diligent duty.

Lisa Long has a law degree as well as her MSW. She was a therapist and an assistant professor and field coordinator at Talladega College. Lisa also served as a state coordinator for the Southern Christian Leadership Conference.



Jane Orton, LCSW

Jane Orton is a Crisis and Admissions Supervisor at the Mental Health Center of Madison Co in Huntsville. She previously served on the social work faculty of Alabama A & M University. She holds a PIP certificate in Social Casework and Social Work Administration. Her past experience includes medical and school social work and administration in North Carolina, Kentucky and Virginia.



David Michael Smith, LCSW
Michael is the Director of the Alabama

Sheriffs' Youth Ranch in Danville, AL. The Ranch provides long term residential care for boys ages 6-18 from backgrounds of abandonment, abuse, and neglect. He also is a contract Therapist with the Enrichment Center in Decatur. He provides individual and family therapy; his primary focus is with children and adolescents. He also has a PIP certificate with the Board in Clinical Social Work, Social Casework, Social Work Administration, Research and Community Organization. Michael has his BSW, MSW and MBA all from the University of Alabama.

Should you encounter Lisa, Jane or Michael in your day to day activities please remember to congratulate them on their accomplishments and wish them luck in their endeavors. ♦

A Bill Becomes Law



The bill is introduced by a member of the House or Senate.



It gets first reading



It is referred to a committee by the House Speaker or Senate President



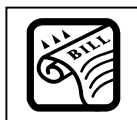
The Committee considers the bill



The committee reports the bill to the members of the House or Senate.



It gets second reading



A third reading when members debate and vote on the bill



If passed, the bill is sent to the second chamber where the process repeats...



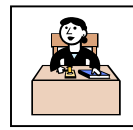
With the speaker or the President...



The committee...



and action by the House or senate.



If passed, the bill may be signed into law or vetoed by the Governor



If vetoed, the Legislature may vote to override the veto and the bill becomes law without the Governor's approval.

Alabama Board of Social Work Examiners

100 N. Union Street
Suite 736
PO Box 301620
Montgomery, AL
36130-1620

PHONE:

(334) 242-5860
or
(888) 879-3672

FAX:

(334) 242-0280

E-MAIL:

bholden@abswe.state.al.us

or

info@abswe.state.al.us

We're on the Web!

See us at:

www.abswe.state.al.us

LEARN MORE ABOUT SOCIAL WORK ORGANIZATIONS

By: Diana McCampbell, LCSW
In months past, members of the ABSWE had discussed including an article about Social Work organizations in an upcoming issue of the newsletter. We all found it very timely and informative that the October edition of the Association of Social Work Boards' Newsletter included an article written by Donna Deangelis, ABSW Executive Director, explaining why it was important to be part of our professional organizations.

In her article, Ms. Deangelis stated, "I believe that when one enters a profession, one should be totally committed to it. I also believe that it is a professional responsibility to demonstrate that standards set by peers are met or exceeded. As social workers, we have a responsibility to be members of our professional organizations and to contribute to the profession with volunteer time and monetary contributions."

With that introduction, we want to share with you information about various social work organizations, local and national, that you may want to learn more about, as well as consider becoming a member. Social Work organizations offer resources for continuing education and professional growth, networking opportunities, career resources, professional publications, and opportunities to attend local and national conferences.

Membership in social work organizations can begin at the university level. Schools of Social Work at the universities within the state have undergraduate and sometimes graduate organizations that social work students are encouraged to join. For example, the University of Alabama School of Social Work organizations include: the Undergraduate Social Work Organization (U.S.W.O.), which is open to all undergraduate students enrolled in the School of Social Work and the Social Work Association for Cultural Awareness (SWACA), which provides a structure and forum for students to exchange ideas. Alabama A & M University offers the Social Work club to its students, which helps them

develop relationships with community organizations. Universities also offer students the opportunity to become members of Phi Alpha Honorary Society. Phi Alpha is a national social work honor society. Students may also join other local and national social work organizations while attending school and often can join at reduced rates.

Social Workers employed in the various specialty fields of social work can join organizations that relate only to that field, as well as become members of organizations that seek to meet more diverse needs. Organizations that all social workers may benefit from include the Alabama Conference of Social Work (ACSW); the National Association of Social Workers (NASW); and, the Council on Social Work Education (CSWE). The Social Work Society at the University of Alabama is open to alumni, concerned citizens, faculty, students, agencies and corporations.

If you would like more information about these organizations or are interested in joining, you can do both on the internet or contact their offices at the addresses below:

Alabama Conference of Social Work (CSWE)
2921 Marti Lane, Suite 7A, Montg. AL 36116
334/281-4900 alcsww@earthlink.net

National Association of Social Workers (NASW)
Alabama Chapter, 2921 Marti Lane, Suite A,
Montg. AL 36116 304/288-2633

naswal@earthlink.net

Council on Social Work Education (CSWE) 1725
Duke St. Suite 500, Alexandria VA 22313
703/683-8080 www.cswe.org

Univ. of Alabama School of Social Work Social
Work Society, PO Box 870314, Tuscaloosa AL
35487 205/348-7027 www.socialwork.ua.edu

This is not all-inclusive. There are many other organizations that social workers can learn about by just visiting the organization's web sites on the Internet. We encourage you to learn more and as Ms. Deangelis stated, become members of our professional organizations and contribute to the profession with volunteer time and monetary contributions.

ABSWE

100 North Union Street Suite 736
PO Box 301620
Montgomery AL 36130-1620

Please note our new address

RETURN SERVICE REQUESTED

PRESORT
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